

2025 People & Culture Highlights

Creating a Culture of Belonging

Match Group is committed to creating a safe, equitable, and inclusive workplace where people can grow and thrive. Fostering a purpose-driven culture that sparks meaningful connections enables us to develop innovative platforms that are as diverse as the people who use them. Our strategy is centered around three pillars:

- **Workforce:** Empower diverse talent through growth and development
- **Workplace:** Foster a culture of inclusion, equity, and engagement
- **Marketplace:** Design products and partnerships that serve everyone, everywhere

Employee Resource Groups (ERGs)

Our ERGs are employee-led communities that support identity, connection, and innovation across our brands. They are supported by dedicated leadership, executive sponsors, and resources to drive impact. Our ERGs align around four shared goals:

- **Careers:** Promote career growth through skill-building, professional development, and talent pipelining
- **Culture:** Foster cultural awareness, inclusion, and support recruitment of diverse talent
- **Community:** Build local partnerships through outreach, engagement, and volunteer efforts
- **Commerce/Company:** Drive inclusive business outcomes, enhancing diversity in product, marketing, and branding

Professional Development

We embed inclusion into everything we do - from how we design programs to how we measure impact. Our development offerings include:

- Leadership development opportunities for managers at all levels
- **Sponsorship Program** pairing senior leaders with high-potential talent across Match Group
- Formal mentorship through **MentorMatch**, connecting participants from different brands and facilitating purposeful career development conversations
- On-demand coaching through **Bravely** for professional, as well as personal support
- Cross-functional, global, skill-building learning **workshops** focused on collaboration, communication, and problem solving
- Personalized learning via platforms like **Udemy** and Match Group's own Learning & Development Catalog
- A **Career Profile** tool to support internal mobility and track your goals
- A structured **performance review** processes ensures clear expectations, meaningful feedback, and opportunities for growth

- Through partnerships with organizations like **AfroTech**, **Latinas in Tech**, **Women Impact Tech**, **Disability:IN**, and **Out & Equal**, we offer employees access to fellowships, conferences, and career resources

Employee Compensation & Retention

We conduct regular pay equity audits with third-party experts to ensure fairness across gender, race, ethnicity, and intersectional identities. Compensation practices and equity awards are reviewed globally, and any identified inconsistencies are addressed. We also benchmark against leading indices to measure and improve our progress. We offer:

- Comprehensive and competitive benefits packages
- An Employee Stock Purchase Plan in the U.S., Canada, and France
- Opportunities for equity awards
- Well-being programs supporting physical, mental, and social health
- Regular engagement surveys, feedback mechanisms, and cross-brand collaboration

Please visit our Careers website at mtch.com/careers for more details.

2025 Environment & Community Highlights

Sustainability at Match Group

At Match Group, we're focused on building a sustainable future through real action, transparency, and innovation. Our approach centers on:

- **Measure:** Use audit-grade emissions data to guide decisions
- **Report:** Publish annual disclosures to stay transparent
- **Commit:** Through our validated Science-based targets, we have committed to actionable emissions reductions goals aligned with best in-class industry standards
- **Reduce:** Through our Virtual Power Purchase Agreement (VPPA) we brought new solar energy online which will offset our entire direct emissions in North America. We've also partnered with Frontier in an advanced market commitment to accelerate the development of carbon removal technologies.
- **Engage:** Empower employees and local partners to lead sustainability efforts

Our work is supported by a global Environmental Sustainability Council with local employees and governed by a dedicated cross-functional leadership structure.

Our sustainability initiatives reach across brands and borders:

- LEED Certified Green Offices in North America, Europe, and Asia
- Energy optimization in buildings through smart sensors and upgrades
- Transitioning leased spaces to meet modern climate performance standards
- Waste education and recycling campaigns across regional offices

Net Zero Goals

In 2023, we submitted our intent to the SBTi to set science-based goals and in 2024, our Near-Term 2033 and Net-Zero 2050 emissions targets were validated by SBTi. Our Science-based Targets include:

- Reduce absolute Scope 1 and 2 GHG emissions by ~55% by 2033 from a 2022 base year
- Reduce Scope 3 GHG emissions from purchased goods and services ~61% per USD of gross profit within the same time frame
- **Net-Zero:** Reduce absolute Scope 1, 2, and 3 GHG emissions 90% by 2050 from a 2022 base year

We're focused on decarbonizing our real estate, investing in renewable energy and carbon removal technology including entering into a VPPA to offset our North American emissions, and promoting sustainability in our supply chain through targeted supplier engagement. In partnership with Frontier, we are also investing in an advanced market commitment to

support carbon removal technology. This strategic investment will help us decarbonize beyond our own operations and supply chain in alignment with our Science-based targets.

Match Group Giving

We invest in global communities through philanthropy, volunteerism, and programs that champion equity, safety, and belonging.

- **Employee Giving & Volunteering:** Matching donations up to \$15,000 per employee annually, Dollar for Doers \$10/hour donation match for employee volunteer time, millions donated to 400+ nonprofits worldwide, annual Global Giving Day, with 1,000+ employee volunteer hours across 14 countries, year-round Global Giving Series, including double-match donation days and spotlights on partner organizations. Powered by our Benevity platform, employees can easily track donations, volunteer hours, and discover new ways to give back.
- **STEM Education:** From mentorship to hackathons, employees actively shape the next generation of innovators. We partner with Girls Who Code, Correlation One, and NCWIT to expand access to tech careers for underrepresented communities. Programs include coding bootcamps, career accelerators, classroom sponsorships, and mentoring for students and early-career professionals. We support hands-on STEM education through mobile labs, museum partnerships, and local community events.
- **Social Issues & Advocacy:** We support causes including reproductive health, internet safety, mental health, LGBTQ+ rights, and ending gender-based violence. We proudly support advocacy through partnerships with organizations like the Human Rights Campaign, Crisis Text Line, Disability:IN, A Call to Men, and many others.